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Contract Database Metadata Elements

Title: **Newfane Central School District and Newfane Teachers Association (2009)**

Employer Name: **Newfane Central School District**

Union: **Newfane Teachers Association**

Local:

Effective Date: **07/01/09**

Expiration Date: **06/30/10**

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TA | 5747

NEWFANE CENTRAL SCHOOL DISTRICT

COLLECTIVE NEGOTIATIONS AGREEMENT

between the

NEWFANE TEACHERS ASSOCIATION

and the

SUPERINTENDENT OF SCHOOLS

**/, 30,
JULY 2009 – JUNE 2010**

**RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

FEB 03 2010

ADMINISTRATION

163 Employees

AMENDED COLLECTIVE NEGOTIATIONS AGREEMENT

1. The Newfane Central School District ("District") and the Newfane Teachers Association ("Association") were parties to a Collective Negotiations Agreement which covered the period from July 2005 through June 2009. The parties have agreed to a limited successor Agreement, the terms of which are expressed below.

2. The new Agreement is the same as the aforementioned 2005-2009 Agreement, except for the following changes:

(a) Compensation. Each Unit Member will receive the incremental movement called for by Appendix A of the said 2005-09 Agreement. Each Unit Member on or moving to Step 23 of the said 2005-09 Agreement will receive five hundred dollars (\$500) in addition to the salary otherwise called for by the said Step 23. Steps 22 and 12 in the said Appendix A will be removed resulting in new 21 step schedules. The resultant salary schedules are attached hereto as "Attachment 1".

(b) Longevity. Paragraph 3.07 is deleted in its entirety.

(c) Class Coverage. A new subparagraph "(d)" is added to Section 10.01 and the "Class Coverage" provision in Appendix E is deleted in its entirety. Section 10.01(d) will read:

Class Coverage. Indirect compensation shall be in the form of accumulated compensatory time. Upon the accumulation of seven (7) periods of coverage, the teacher shall be awarded one day of

compensatory leave, with pay. Upon the completion of each period of coverage requested by a teacher's supervisor or his/her designee, the teacher shall have his/her "coverage log" form signed by the principal or his/her designee. The teacher shall keep and maintain his/her "coverage log" in his/her personal possession. Upon completion of seven (7) periods of coverage, a compensatory day shall be awarded.

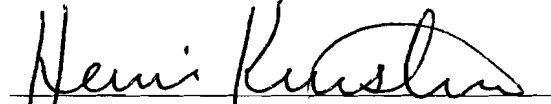
- A compensatory day shall only be taken in half or full day segments upon two (2) days advance written notice to the Superintendent.
- A "coverage log" shall accumulate over time and shall roll over year-to-year.
- A lost "coverage log" shall be deemed invalid and shall not be recreated or awarded in "good faith."
- A compensatory day shall not be utilized for health insurance calculation at retirement.
- A compensatory day must be used within 24 months of the date on which it was accrued.
- No more than ten (10) unit members may be on compensatory leave on any one day without the Superintendent's written approval.

(d) Illness During School Day. Section 10.02(e) will now read,

"Illness During School Day. If because of illness a teacher leaves his/her teaching assignment before the completion of the normal workday, there shall be no deduction from his/her "leave time" (10.02) by reason thereof, unless a substitute teacher has been hired or another teacher has been assigned to complete his/her teaching assignment where the assigned teacher receives compensatory time allowance (10.01). In cases where a substitute or another teacher completes the assignment, a teacher who leaves before the completion of a full day of work will be charged for one-half (1/2) day of leave time."

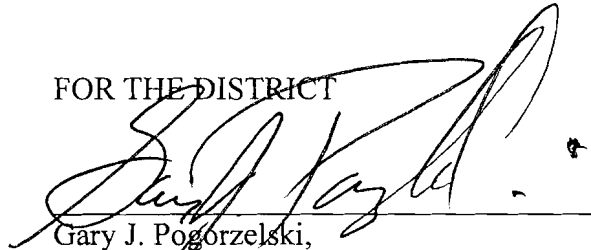
IN WITNESS WHEREOF, the duly authorized representatives of the parties have signed their names below as of the 18th day of August, 2009.

FOR THE ASSOCIATION

A handwritten signature in cursive script, appearing to read "Henri Kursten", written over a horizontal line.

Henri Kursten
President

FOR THE DISTRICT

A handwritten signature in cursive script, appearing to read "Gary J. Pogorzelski", written over a horizontal line.

Gary J. Pogorzelski,
Superintendent of Schools

018647/00018 Business 7017150v1

2009/2010 Bachelors Masters

1	34,564	37,548
2	35,581	38,642
3	36,460	39,600
4	37,350	40,290
5	38,130	41,330
6	39,180	42,450
7	41,500	43,880
8	43,350	45,370
9	44,750	46,915
10	46,250	48,690
11	48,150	50,350
12	51,149	53,560
13	52,774	55,450
14	54,804	57,310
15	56,834	59,635
16	68,450	73,650
17	69,699	75,047
18	73,127	78,004
19	73,251	78,471
20	73,251	79,054
21	78,652	83,758